

## **NIH Partnership Council Minutes**

### **Monday, June 18, 2001**

Attendees: Joe D'Ambrosio (IAFF), Alberta Bourn, Howard Hochman, Charles Palmer, Mike Showers, Leonard Taylor, Penney Baile

Old Business: Minutes of Monday, May 21, 2001, Council meeting reviewed and approved with one minor modification.

#### New Business— Wendy Thompson's (WFLC) presentation on the Human Resources Management Index (HRMI) Results

Wendy is NIH's HRMI coordinator. She summarized the background of HRMI and provided attendees with a handout (see attached) referencing the following aspects of the 2001 HRMI results: NIH's strengths and improvement areas; Quality of Work Life results; Partnership results; and, the appreciative focus open-ended question. The handout also contained Wendy's recommendations for next year's HRMI. The Council was provided a copy of this year's NIH HRMI Trend Analysis and the NIH Results on Individual Questions. NIH results can be found on the QWL web site or the OHRM web site

<http://www1.od.nih.gov/ohrm/hrinfo/HRMI-2001/default.htm>.

Wendy said that each IC gets its individual HRMI results. There is no NIH requirement or standard on the percentage of employees which should be surveyed, so the percentage varies among the ICs. Some ICs surveyed 100% of their employees; for other ICs, the survey was sent to a random sample of employees. Wendy said there is a cost involved to each IC on the survey, but she did not think the cost was that much higher to survey 100% of employees as opposed to a smaller percentage. Wendy noted that not all ICs were able to obtain valid results because an insufficient number of the percentage of employees surveyed responded (Clinical Center, for example).

According to Wendy, most other HHS OpDivs survey 100% of the employees over the Internet. It was noted that at NIH, a significant number of employees did not have PC's on their desks and needed to receive a hard copy of the survey.

Management attendees questioned what had been accomplished over the years the survey had been administered at NIH and whether anyone at the NIH level had started to track what was being done (dissemination of, and follow-up on, the survey) at the IC level. Wendy said she was beginning to do some tracking.

Wendy said she would be sending her recommendations on next year's HRMI to Steve Benowitz. One management attendee commented that even the recommendations for next year's HRMI were meaningless because there is no follow-up on the survey at the NIH level. Attendees were invited to send comment or recommendation to Penney for consolidation and forwarding to

Wendy, or to send recommendations to Steve directly.

Future meeting schedule:

- Monday, July 16– update on FAIR Act Inventory and A-76
- August meeting cancelled for summer break
- Monday, September 17– review and reevaluation of Council Charter and future direction